

What Can We Do?

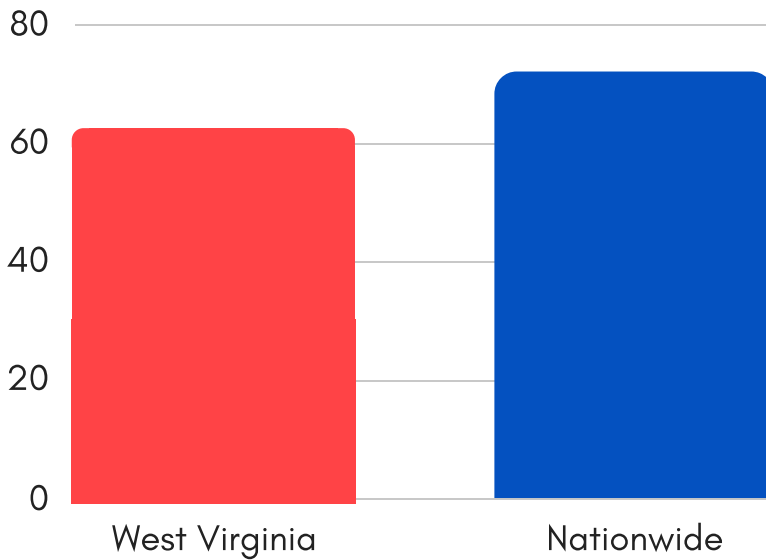
*A conversation about human
capital challenges in West
Virginia, with a focus on girls
and women*



WEST VIRGINIA
FORWARD

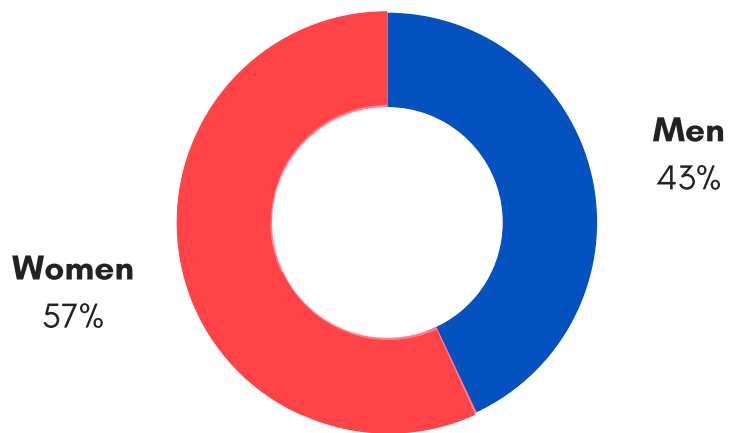
A First Look:

Women in the West Virginia Workforce

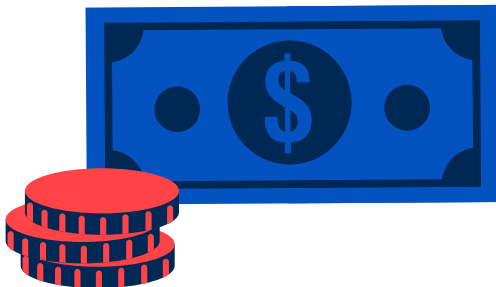


West Virginia has the lowest workforce participation rate among women in the country. Only **62%** of West Virginia's women participate in the workforce, compared to the U.S. national average of **72%**.

There is good news: more women graduate from public institutions of higher education in West Virginia than men. Generally over the last decade, these women are more likely than men to stay and work after receiving a degree at any level, with **51%** of women and **41%** of men remaining in WV.



* Percentage of graduates by gender from WV state higher-ed institutions (2004-2015)



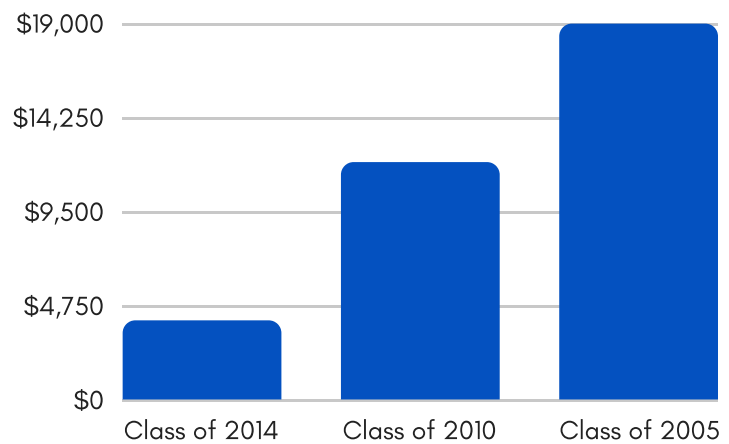
However, West Virginia still has the **fourth highest gender wage gap** in the United States. West Virginia women earn **74 cents on the dollar** as compared to men, on average.

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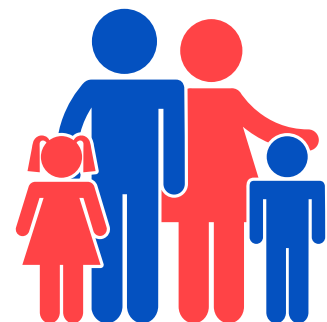
From the beginning of their careers, **women are paid less than men**, with an average salary difference of \$4,000 for the class of 2014 in 2015. That gap increases for women who are further out from graduation; for example, \$12,000 for the class of 2010 and \$19,000 for the class of 2005 (right) in 2015.

2015 Pay Gap by Graduate Class



In addition to wage disparity, **West Virginia Forward is exploring other potential barriers that women may face for workforce participation.** The state's rugged, mountainous terrain may cause longer travel times for many residents. **More than 60% of West Virginia's residents live in rural areas**, and **33% of the state's commuters drive alone for more than 30 minutes to work***.

Another potential barrier to workforce participation may be a lack of family care available to many West Virginia women. In 2017, there were **fewer than 2,000 childcare providers** registered with the WV Department of Health and Human Resources*.



West Virginia Forward and Human Capital

A blueprint with a host of recommendations and ideas to advance West Virginia's economic future, West Virginia Forward began as an unprecedented collaboration among West Virginia University, the West Virginia Department of Commerce and Marshall University. Over time, this partnership has developed into a larger, statewide effort to identify West Virginia's unique assets and pair them with economic trends that will leverage growth and development opportunities to strengthen and diversify all regions of the state.

With a sharp focus on short-term and long-term objectives, and a refined vision, the partners are working alongside key stakeholders and experts across West Virginia and beyond. So far, innovative solutions and opportunities include advancing West Virginia's workforce, business climate, educational opportunities, community development, energy sector, cybersecurity, entrepreneurship and infrastructure.

Investments in improving human capital were considered the most significant opportunity for improvement in West Virginia based on the WV Forward blueprint, especially because access to a specialized workforce is a significant factor for investment attraction in the sectors targeted for growth. The analysis considered three primary dimensions of human capital: West Virginia's future talent pool, the health and skills of the current workforce, the ability of companies in West Virginia to recruit talent from outside the state.

***DISCLAIMER: This is a preliminary glance by WV Forward of data being conducted on the state.**

Sources:

WVU Bureau of Business and Economic Research, From Higher Education to Work in West Virginia, 2015, <http://busecon.wvu.edu/bber/pdfs/BBER-2017-02.pdf>.

Institute for Women's Policy Research, The Status of Women in the States, (West Virginia, 2018), <https://statusofwomendata.org/wp-content/themes/witsfull/factsheets/economics/factsheet-west-virginia.pdf>.

WVU Bureau of Business and Economic Research West Virginia Economic Outlook 2018-2022,, <https://business.wvu.edu/files/d/3f163046-ca45-4769-932d-af91cdf48c50/wv-economic-outlook-2018.pdf>.

Robert Wood Johnson County Health Rankings (2018) <http://www.countyhealthrankings.org/app/west-virginia/2018/measure/factors/137/map>.

WV Department of Health and Human Resources, last updated August 17, 2017, <https://dhhr.wv.gov/bcf/Childcare/Pages/ChildCareSearch/Child-Care-Locator.aspx>.

